U.S. Army Reserve Personnel Command

2290th USAH

21 Sept 2001

HEALTH SERVICES PERSONNEL MANAGEMENT DIRECTORATE

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Brief Procedure

- Overview of AR-PERSCOM
- Developing a Successful Career Plan
  - Career Development/Management
  - Maintaining Primary Credential File (PCF)
  - Preparing for Future Promotions
  - Preparation of Officer Evaluation Reports (OER) and Support Forms
  - USAR Continuing Educational Opportunities
  - Your Role in Managing Your Military Records

Health Services Personnel Management Directorate (HSPMD)

Mission Statement

"To Provide the highest quality human resources life-cycle management for the unique needs and requirements of health care professionals resulting in a trained and ready force in support of the national military strategy."

HSPMD Vision

"To provide world class health care professionals ready, relevant, trained, and focused on supporting global mobilization requirements."

USAR Population Distribution

DRILL STRENGTH	RETIRED RESERVE	AGR	IMA	IRR
PAID STRENGTH	187,285 +	12,856 200,141	+ 6,143	
SELECTED RESERVE	166,299		206,284 +	
READY RESERVE	372583+	641, 407		
U.S. ARMY RESERVE	1,013,990			

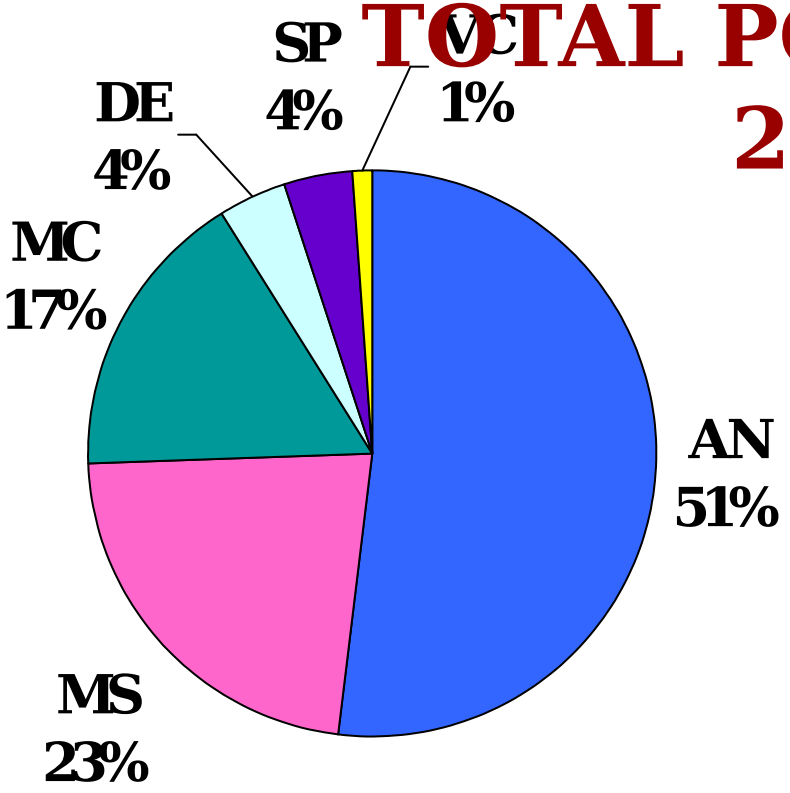
(Drill Strength, AGR, IMA, IRR, Retired Reserve)

AR-PERSCOM

Taking e-

AMEDD OFFICER POPULATION DISTRIBUTION

TOTAL POPULATION: 20,467



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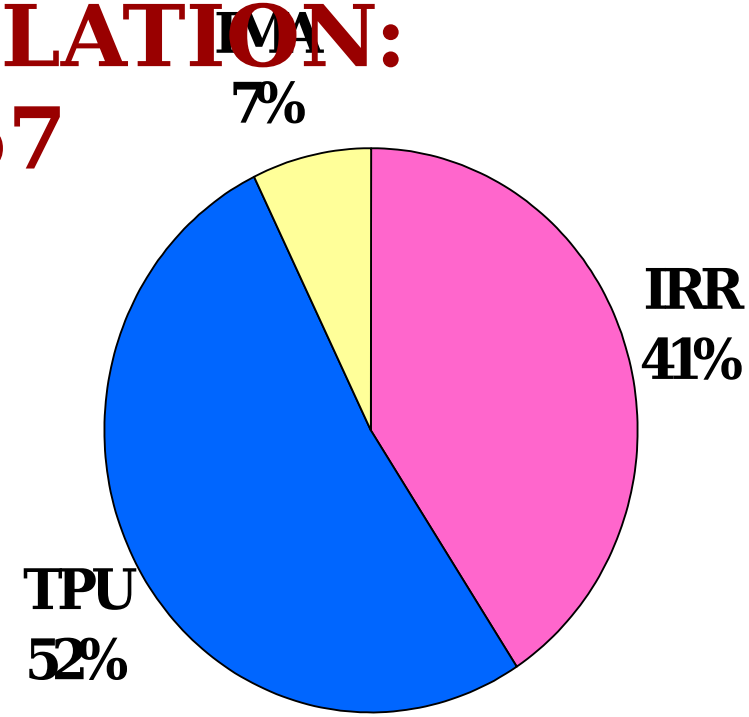

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HSPMD Key Functions

- **TROOP PROGRAM UNIT (TPU) PERSONNEL**
  - **Career Advisors Only**
- **IRR/IMA PERSONNEL**
  - **Career Advisors**
  - **Personnel Actions**
    - **Orders - Training, Physical, CHE, Assignment**
    - **Security Clearances**
    - **Promotions**
    - **AOC/ASI reclassifications**
    - **Assignments**
    - **Retirement Points**
    - **MRD extensions**

“Always@YourService”

Career Development/Management

- **Selective Reserve Assignment Opportunities**
- **Requirements to Qualify for Reserve Retirement**
- **Professional Development Education (PDE) Opportunities**
- **Area Of Concentration & Reclassifications**
- **Mandatory Removal Dates & Extensions**
- **Procedures for Requesting Orders (RFO)**

Career Development/Management

Reserve Assignments Opportunities

- **US Army Reserve**
  - **Troop Program Unit (TPU)**
  - **National AMEDD Augmentation Detachment (NAAD)**
  - **Individual Mobilization Augmentee (IMA)**
  - **Individual Ready Reserve (IRR)**
- **Army National Guard**
  - **Troop Program Unit (TPU)**

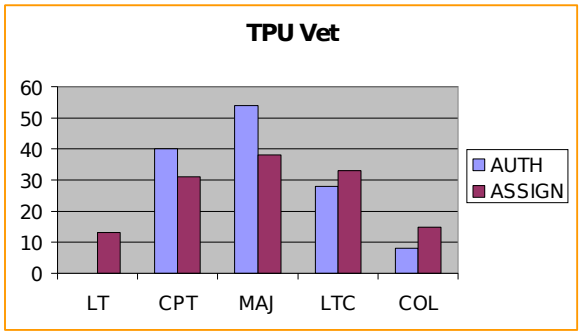
Career Development/Management

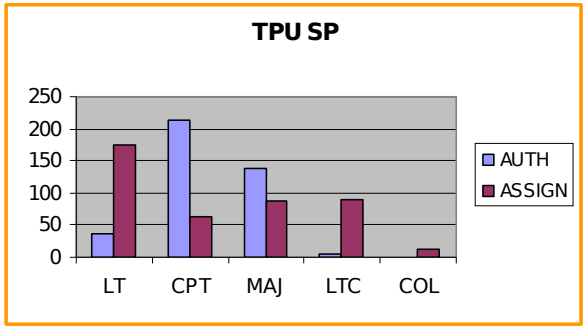
Troop Program Unit (TPU)

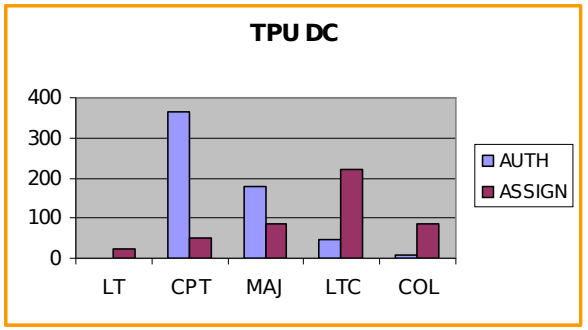
- **Priority for Funding**
- **Attend 48 Unit Training Assemblies (UTAs)**
  - **One weekend per month = 4 UTAs**
- **Attend 14 days of Annual Training**
- **Provides Versatility in Training and Position Assignments**

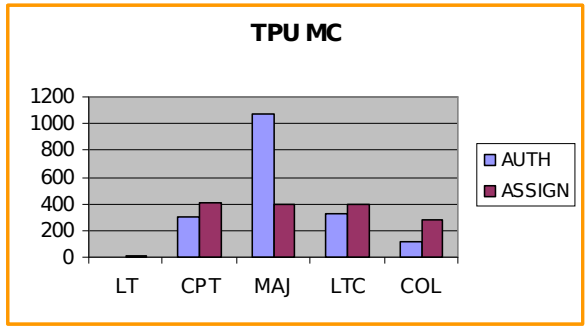
Career Development/Management

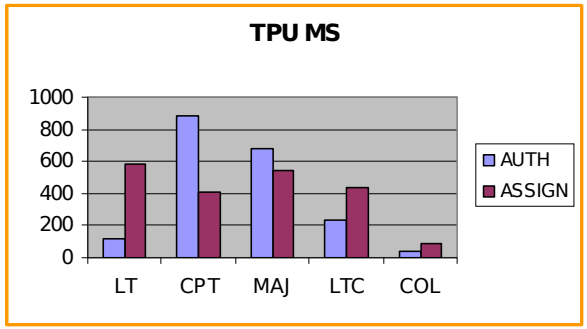
TPU Officer Populations

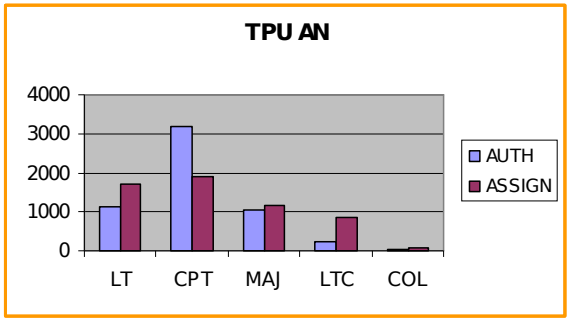












Career Development/Management

Requirements to Qualify for Reserve Retir

- **Retirement Pay Eligibility, who qualifies?**
  - **Officer who has reached age 60 and**
  - **Has 20 qualifying years of service and**
  - **Served last six qualifying years in USAR status**
- **What is a qualifying year?**
  - **Minimum of 50 retirement points**
  - **Previous Active Duty Years Count (Army/Navy/AF)**
  - **"Good Years" from other Reserve Components (ARNG, AFR, Navy Res)**

Career Development/Management

Retirement Calculations

- Qualifying year for retirement = 50 points/RYE (AR 140-185) (RYE = Retirement Year Ending Date)
  - **Membership points:** 15 points
  - **Annual Training (AT):** 1 point for each duty day
  - **Additional Duty for Training (ADT):** 1 point for each duty day
  - **Continuing Health Ed:** 1 point for each 2-8 hours of instruction/lecture (Maximum 1 per day)
  - **Correspondence Courses:** 1 point for every 3 credit hours completed
  - **Drill:** 1 point for each unit training assembly (UTA) (at least 4 hours) **(MUTA's: multiple unit assembly)**

Career Development/Management

Professional Development Education (PDE)

Combined Services Staff School (CAS3)

- Required for Promotion to MAJ for 67A series MSCs
- All Other AMEDD Branches to be “Best Qualified”
- Phase I (IDT Phase)
  - Several Options for completing this phase
- Phase II (2 week ADT Phase)

Career Development/Management

Professional Development Education (PDE)

- Command and General Staff Officers Course (CGSOC)
  - 50% for Promotion to LTC for 67A series MSCs
  - 100% for Promotion to COL for 67A series MSCs
  - All Other AMEDD Branches to be “Best Qualified”
  - Four Phases
    - Phase I & III (IDT Phases)
    - Phase II & IV (2 week ADT Phases)

Taking e-

Career Development/Management

Professional Development Education (PDE)

- **PDE Selection Board Courses**
  - **Army War College**
  - **Logistics Executive Development Course**
- **Must be Selected by PDE Board**

Career Development/Management

Area of Concentration & Reclassifications

- **AR-PERSCOM is Proponent for AOC/ASI Changes**
- **Packets are Boarded at AR-PERSCOM**
  - TPU - Individual submits packet through Unit Commander
  - IRR/IMA - Individual submits packet through their PMO
- **Reclassifications are Documented Through an Award Letter**
  - TPU - Returned to Unit Of Assignment
  - IRR/IMA - Returned to Officer
- **Keep Copy of AOC Documents for Future Boards**

Career Development/Management

Mandatory Removal Date (MRD)

- **An Officer's MRD is Based on 2 Criteria**
  - **Time**
    - **LTCs and below - 28 years of commissioned service**
    - **Colonels - 30 years of commissioned service**
  - **Age 60**

"Whichever date comes first is the Officer's MRD!"

Career Development/Management

Mandatory Removal Date (MRD) Extensions

Who Qualifies for an Extension of their MRD?

- **Retention Beyond MRD Authorized Under Title 10, Article 14703**
- **Applies to Select Officers in AMEDD and Chaplain Corps**
  - **Excludes MS Officer in career field 67A (70 series)**
- **If MRD is Based on Age, Extension up to Age 67**
- **If MRD is based on Commissioned Service, Extension up to 35 Years Commissioned Service**
- **Extension are Granted Based on the Needs of the Service**

Career Development/Management

Mandatory Removal Date (MRD) Extensions

How to Apply for an MRD Extension

- **Written Request by Officer**
  - **If TPU, endorsed through Chain of Command**
  - **NAAD, endorsed through NAAD**
  - **IMA/IRR sent to PMO**
- **Documentation to Include:**
  - **Qualification Documents**
  - **Participation Verification**
  - **HT/WT and APFT Verification**
- **See OAC Handbook for Further Instructions**

Career Development/Management

Procedures for Requesting Orders

- **To Request Orders for Training:**
  - **Complete a DA 1058, don't leave boxes blank**
  - **Keep a copy**
- **Submit To:**
  - **TPU - through Unit**
  - **IMA - through IMA Agency**
  - **IRR - through PMO**
- **Cannot be Flagged**
- **Physical Must Be Up To Date**
- **Must have a Secret Clearance**

Preparing for Future Promotions

Two Types of USAR Promotion Boards

- **Mandatory Board**
  - **All Officers go before this board**
  - **Critical for Career Continuation**
- **Position Vacancy Board**
  - **Only Select Officers go before this board**
  - **Based on Needs of the Service**

Preparing for Future Promotions

Mandatory Board

- **Time in Grade Requirements for Promotion**
  - 2LT - 1LT = 2 years
  - 1LT - CPT = 5 years
  - CPT - MAJ = 7 years
  - MAJ - LTC = 7 years
  - LTC - COL = 5 years*

***Note: Then annually until separation**

Preparing for Future Promotions

Position Vacancy Board Promotions

- **Minimum TIG for PVB Promotions**
  - 2LT - 1LT = 2 years
  - 1LT - CPT = 2 years
  - CPT - MAJ = 4 years
  - MAJ - LTC = 4 years
  - LTC - COL = 3 years

Preparing for Future Promotions

Future Promotion Considerations

- Future Boards will be AOC Driven
  - Ensure you are in a valid position (AOC & Grade)
  - PAOC should be Critical AOC
- Projected Promotion Eligibility Date (PPED)
  - Calculated from Date of Rank
  - Based on Time in Grade Requirement
  - Good Tool to Use in Managing Career

Preparing for Future Promotions

Calculating Projected Promotion Eligibility Date

Example:

- Your DOR is: 1998/01/01
- Grade is CPT
- Time in Grade for Promotion to MAJ is 7 years

19980101
\+ 7
20050101 (minus 1 day), PPED = 2005/12/30

*Remember, You will go *before* the board

"1" year *prior* to your PPED!

Preparing for Future Promotions

Promotion Selection Hurdles

- "Fully" Qualified Vs "Best" Qualified
  - Fully - Meets minimum requirements
  - Best - Performance is Beyond the minimum
- Civilian & Military Education
- Active Participation
- Quality OERs
- Assignment Variety/Risk
- Military Bearing and Fitness

Preparing for Future Promotions

Non-Selection for Promotions

- **Educational Disqualification (Failure to Complete)**
  - **OBC for All Branches**
  - **OBC, OAC, CAS3, & CGSOC for 67A series MS)**
- **1LTs/CPTS passed over twice for promotion are separated**
- **MAJ separated after completion of 20 years commissioned service**

Preparing for Future Promotions

AMEDD Promotion Boards

Mandatory Promotion Board

- CPT/MAJ.....January
- LTC/COL.....June

Position Vacancy Boards

- All Ranks..... January & June

Preparing for Future Promotions

Promotion Packet Preparation

- Letter to Board - Optional
- Military Photograph - Within 3 Years
- Include Items Missing From Microfiche
  - OER's (Profiled)(Certified True Copy)
  - Military Education
  - Civilian Education - Must Prove Bachelors Degree
  - AOC/ASI Verification
  - Awards and Decorations
- DA Form 2-1 or ORB, and 4213

Preparation of OERs and Support Forms

Take Responsibility for Your Rating Period and Completed OERs!

USAR Continuing Education Opportunities

Correspondence Course Enrollment

- AMEDD correspondence courses
  - 1-800-344-2380
  - http://www.atrrs.army.mil
- NON medical correspondence courses
  - 757-878-3322
  - http://www.atsc.army.mil/accp/aipd.htm

USAR Continuing Education Opportunities

Professional Postgraduate Short Courses (PPSE)

- **Military Sponsored Courses - Annual List on the Internet at: http://www.cs.amedd.army.mil**

Continuing Health Education Opportunities

Continuing Health Education (CHE) (Civilian Sponsored)

- **Brochure With Agenda Required**
- **Maximum - One Tour Per Year, Limited To 5 Days**
- **TPU *Must* go through Chain of Command**
- **Should Support Military Specialty/Mobilization**
  - **Skill Requirements For Your Position**
- **Apply Early - Funding Limited, not guaranteed,**
  - **CONUS Only**
- **Required - Security Clearance, Physical, MRD**

Managing Your Military Records

- **Personnel Records Management**
  - **TPU - Unit of Assignment**
  - **TPU/NAAD - NAAD Management Teams**
  - **IMA/IRR - Regional Teams & PMO @ AR-PERSCOM**

- **Maintain a copy of <u>all</u> Military Records**
  - **Successful Officers maintain a complete copy of all their military records!!!**

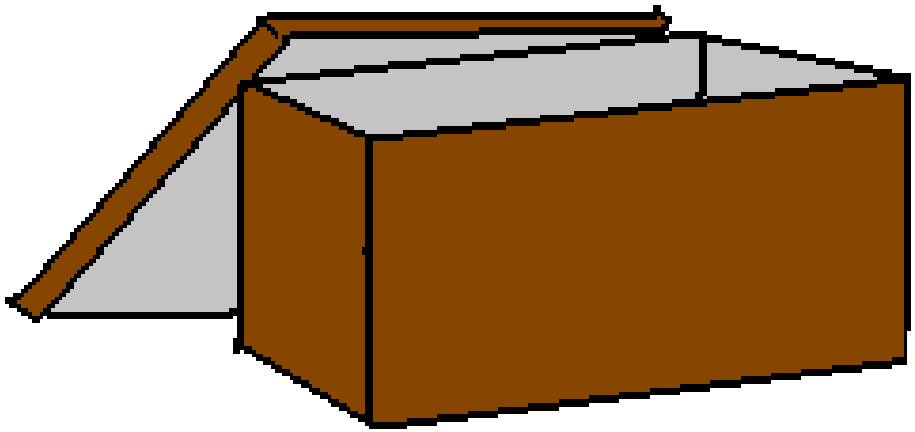
Managing Your Military Records

Organized:
File Box Method

- OERs and Support Forms
- Finance (LESs)
- Military Qualification Data
- Military Awards
- Military/Civilian Education
- Appointments/AOC Changes
- Military Service

Managing Your Military Records

Simplified:
File Box Method



“Just Put it in the Box”

Websites

- **AR-PERSCOM homepage**

  www.2XCitizen.usar.army.mil

  - **Download forms**
    - **DA 1058 - request for orders**
    - **DA 4651 - request for reassignment**
    - **ORB (DA 4037) - officer record brief**
    - **DA 1380 - training validation form**
    - **Retirement point worksheet**
    - **Other great stuff!**

QUESTIONS ???

SUMMARY

“Successful Officers

are

Pro-Active Officers”

AR-PERSCOM

Taking e-

HEALTH SERVICES PERSONNEL MANAGEMENT DIRECTORATE CONTACTS

PYG (Promotion Year Group)
1-800-325-4729
Option #1

AN
800#: PRESS 2
1-314-592-0441

MS
800#: PRESS 3
1-314-592-0440

MC/DC/VC/SP
800 #: PRESS 3
1-314-592-0440

ENLISTED
800 #: PRESS 4
1-314-592-0436

FAX
1-314-592-0435/0347
DSN: 892-0435/0347

INCENTIVES
800 #: PRESS 5
1-314-592-0437

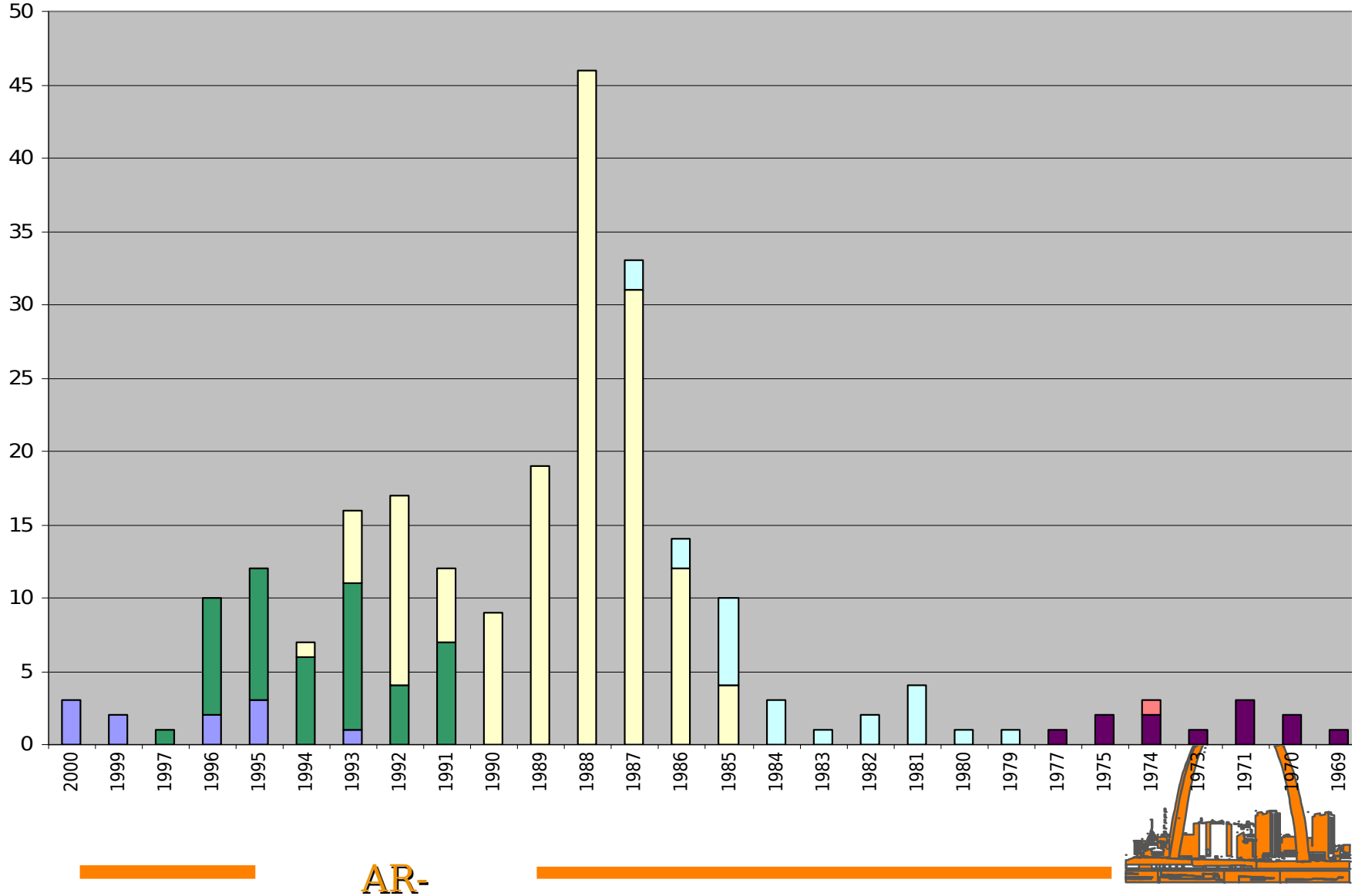
QA
800 #: PRESS 6
1-314-592-0438

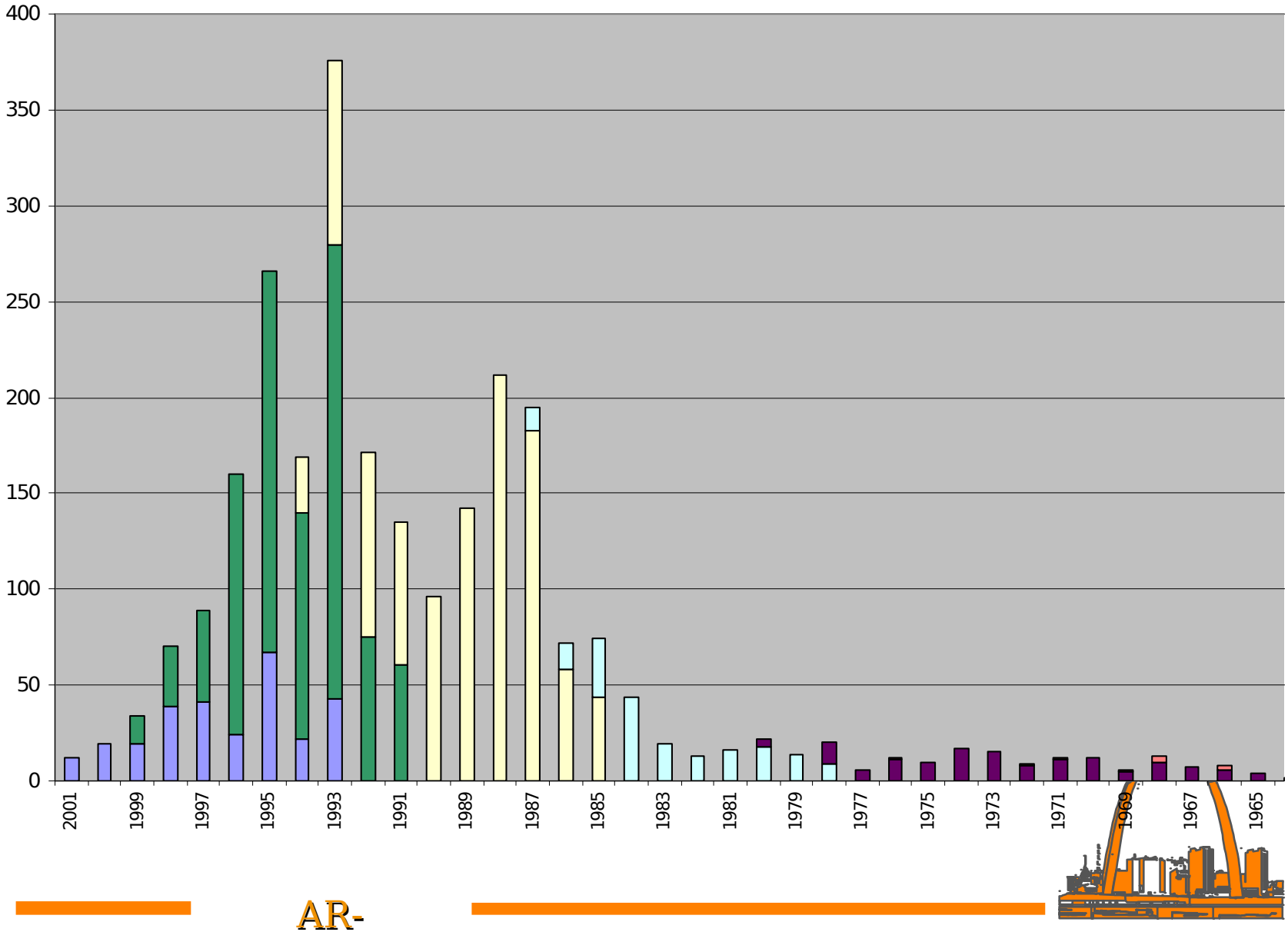
CHE
800 #: PRESS 7
1-314-592-3814

HQ
800#: PRESS 8
1-314-592-0444

HOME PAGE
http://www.2Xcitizen.usar.army.mil

66E AN CORPS PYGs (IRR) as of Aug 2001




66H AN CORPS (IRR) as of Aug 2001
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